Ministry of Labour Relations and Workplace Safety

Plan for 2018-19

Government of Saskatchewan

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Statement from the Minister

The Honourable
Don Morgan, Q.C.

Minister of Labour Relations and Workplace Safety

I am pleased to present the Ministry of Labour Relations and Workplace Safety Plan for 2018-19.

Government Direction and Budget for 2018-19 is focused on keeping Saskatchewan On Track by controlling spending, delivering high quality services for Saskatchewan people, keeping our economy strong, and returning to balance in 2019-20.

Our Ministry will continue to invest in what is important and valued by Saskatchewan people, while controlling costs in order to work toward a balanced budget. We remain committed to working through this period of challenge. We will continue to transform government's delivery of programs and core services to be more cost-effective and sustainable.

We will ensure our labour policies are up-to-date and competitive. We will manage our programs and services efficiently to ensure the best use of public funds.

The Ministry of Labour Relations and Workplace Safety will provide services to workers, their representatives and employers, thereby ensuring Saskatchewan workplaces are safe, productive and fair.

The Ministry will report on progress made toward this in the 2018-19 Annual Report.

Response to Government Direction

The Government of Saskatchewan is committed to keeping the province On Track through prudent fiscal management. We will succeed by spending wisely, supporting economic growth, and ensuring services are sustainable.

This focus will continue to advance Government toward the realization of Saskatchewan's Vision and goals.

Saskatchewan's Vision

"... to be the best place in Canada – to live, to work, to start a business, to get an education, to raise a family and to build a life."

Sustaining growth and opportunities for Saskatchewan people	Meeting the challenges of growth	Securing a better quality of life for all Saskatchewan people	Delivering responsive and responsible government

Saskatchewan's Vision and goals provide the framework for ministries, agencies and partners to align their programs and services and meet the needs of Saskatchewan's residents.

All ministries and agencies will report on progress in their 2018-19 annual reports.

Operational Plan

Mandate Statement

The Ministry of Labour Relations and Workplace Safety promotes, supports and enforces safe work practices and employment standards. It fosters a fair and balanced employment environment that respects the rights, duties and responsibilities of employees and employers thereby ensuring healthy, safe and productive workplaces.

Mission Statement

The Ministry supports sustained economic growth and prosperity through the provision of a range of services that encourage, promote and enforce safe work practices and employment standards, which foster a fair and balanced employment environment that respects the rights, duties and responsibilities of employees and employers, thereby ensuring healthy, safe and productive workplaces.

Government Goals

Sustaining growth and opportunities for Saskatchewan people
Meeting the challenges of growth
Securing a better quality of life for all Saskatchewan people
Delivering responsive and responsible government

Strategic priority from the *Saskatchewan Plan for Growth*: encourage healthy, safe and fair workplaces.

Ministry Goal

Reduce provincial total injury rate by 50 per cent by 2020.

Strategy

Expand the Targeted Intervention Strategy to reduce workplace injuries.

Continue evidence-based and sector-specific inspections.

Continue *WorkSafe Saskatchewan* partnership to focus on injury rate reduction.

Key Actions

- Continue to target larger employers with higher-than-average injury rates and expand to smaller employers with higher-than-average injury rates.
- Work with targeted employers whose injury rates have declined to ensure the reduction can be sustained.
- Work collaboratively with *WorkSafe Saskatchewan* to assist employers to further reduce their injury rate.
- Review and report on *WorkSafe Saskatchewan's* detailed plan of initiatives and target deadlines, to reduce the provincial injury rate.

Performance Measures

Total Injury Rate

- Reduce the total provincial injury rate to 4.7 per cent by March 31, 2019.

Ministry Goal

Increase compliance with employment standards.

Strategy

Promote increased awareness of rights and responsibilities.

Leverage relationships to continue focus on youth awareness.

Key Actions

- Promote minimum conditions of employment through the enforcement of standards.
- Develop educational materials to increase awareness of rights and responsibilities to ensure compliance with Part II of *The Saskatchewan Employment Act* and its associated regulations.
- Promote the Young Worker Readiness Certificate Course to youth, new workers and employers, to increase awareness of their rights and responsibilities.
- Identify sectors of the economy where compliance with the minimum employment standards is a concern.

Performance Measures

- By March 31, 2019, increase the percentage of youth aged 14 and 15 that have taken the Young Worker Readiness Certificate Course.

Government Goals

Sustaining growth and opportunities for Saskatchewan people

Meeting the challenges of growth

Securing a better quality of life for all Saskatchewan people

Delivering responsive and responsible government

Strategic priority statement from the *Saskatchewan Plan for Growth*: fair and balanced labour environment while sustaining Saskatchewan's economic growth.

Ministry Goal

Saskatchewan has the most productive and competitive economy in Canada.

Strategy

Promote leading practices in the areas of occupational health and safety, labour relations, employment standards and workers' advocacy.

Expand the citizen facing services accessible through Saskatchewan.ca website utilizing the new electronic customer relationship management (eCRM) system.

Key Actions

- Work cooperatively with jurisdictional counterparts in analyzing and implementing leading practices.
- Evaluate programs and services to ensure leading practices are used in the delivery of services to clients.
- Evaluate the eCRM system to improve services to clients.
- Decommission legacy information technology systems in Employment Standards, Office of the Workers' Advocate and Occupational Health and Safety, to facilitate transition to the new eCRM system.

Performance Measures

- Ensure the eCRM system is accessible to clients by March 31, 2019.

Ministry Goal

Maintain a modern and competitive legislation and regulation regime.

Strategy

Ensure legislation and regulations remain relevant to the modern workplace.

Key Actions

- Implement the legislative review plan for *The Saskatchewan Employment Act*, to ensure legislation reflects leading practices and the changing workplace.
- Evaluate and revise occupational health and safety regulations and policies in conjunction with other jurisdictions to eliminate barriers in compliance with the Canadian Free Trade Agreement.
- Amend *The Workers' Compensation Act*, 2013 and its associated regulations.

Highlights

The Government maintains its desire to support all workers and employers in the achievement of Mission Zero injuries and zero deaths resulting from work. The Ministry of Labour Relations and Workplace Safety will continue to make occupational health and safety a priority.

2018-19 Budget Highlights:

The Ministry's budget will see an increase of six full-time equivalents and $269,000 or 1.4 per cent:

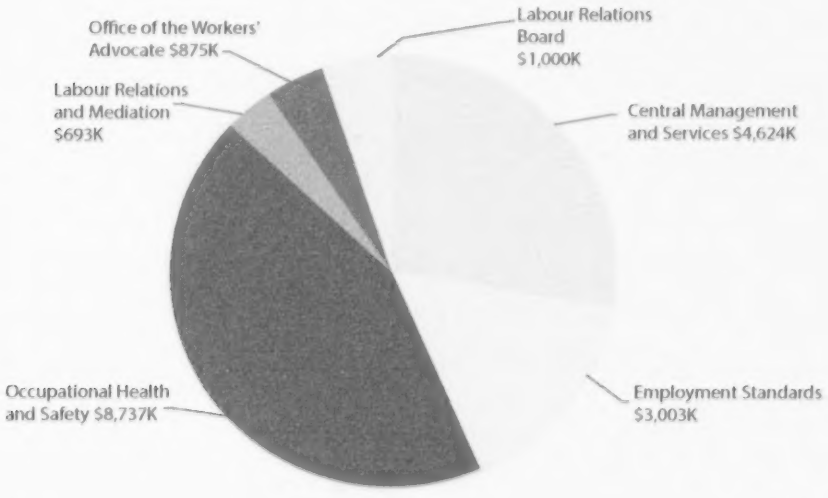
- $530,000 and five full-time equivalents for additional Occupational Health Officers which is cost recoverable from the Workers' Compensation Board.
- $52,000 and one full-time equivalent for an Intake Coordinator in the Office of the Workers' Advocate which is cost recoverable from the Workers' Compensation Board.
- $204,000 increase as a result of the implementation of a new government wide IT billing model. This initiative is net neutral across government.
- $88,000 increase to amortization due to the installation of eCRM software.
- $605,000 reduction through vacancy management and internal process improvements.

Financial Summary

2018-19 Estimates	(in thousands of dollars)
Central Management and Services	$4,642
Occupational Health and Safety	$8,737
Employment Standards	$3,003
Labour Relations Board	$1,000
Labour Relations and Mediation	$693
Office of the Workers' Advocate	$875
Total Appropriation	$18,950
Capital Asset Acquisitions	($0)
Non-Appropriated Expense Adjustment	$130
Total Expense	$19,080

For more information, see the Budget Estimates at: http://www.saskatchewan.ca/budget

Ministry of Labour Relations and Workplace Safety Appropriation by Subvote


Office of the Workers' Advocate $875K
Labour Relations Board $1,000K
Labour Relations and Mediation $693K
Central Management and Services $4,624K
Occupational Health and Safety $8,737K
Employment Standards $3,003K

For More Information

Please visit the Ministry's website at http://www.saskatchewan.ca/government/government-structure/ministries/labour-relations-and-workplace-safety